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# Australian Bureau of Statistics

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## INDUSTRIAL DISPUTES, AUSTRALIA, JULY 1990

### PHONE INQUIRIES

- *about these statistics and the availability of related unpublished statistics*—contact Brenda McMorrow on Canberra (06) 252 6561 or any ABS State office.
- *about other statistics and ABS services*—contact Information Services on Canberra (06) 252 6007, 252 6627, 252 5402 or any ABS State office.

### MAIL INQUIRIES

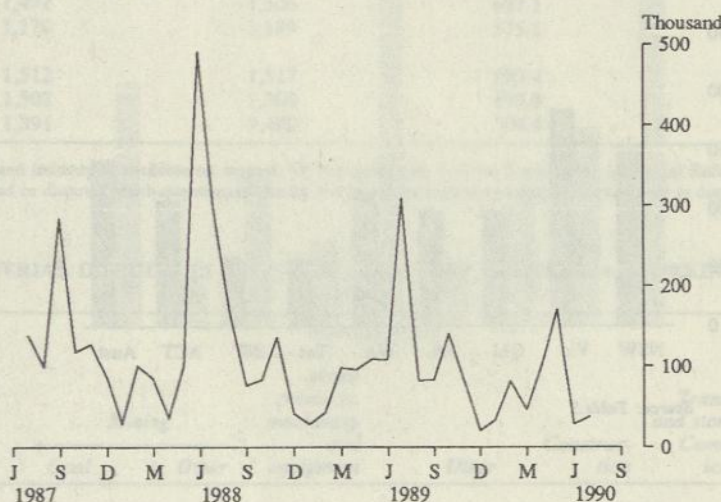
- *write to Information Services, ABS, PO Box 10, Belconnen, A.C.T. 2616 or any ABS State office.*

### ELECTRONIC SERVICES

- on **DISCOVERY** — key \*656#.
- on **AUSSTATS** — phone (06) 252 6017.
- on **TELESTATS** — phone (06) 252 5404 Foreign Trade statistics inquiries,  
(06) 252 5405 Main Economic Indicator inquiries.

### MAIN FEATURES

CHART 1. WORKING DAYS LOST, AUSTRALIA



Source: Table 1

### In July 1990—

- 102 disputes were in progress, involving 35,900 employees and the loss of 37,500 working days.
- The Transport and storage; and Communication industry recorded the lowest level of working days lost (1,700) since April 1989 (1,000).
- Of the States, New South Wales had the highest level of working days lost (19,400) accounting for 51.7 per cent of all lost time.

### In the twelve months ended July 1990—

- A total of 910,000 working days were lost. This is the lowest twelve month figure since this

measure was first published on a regular monthly basis in December 1981.

- Of the industry groupings, the Construction industry, and the Metal products, machinery and equipment manufacturing industry each reported the lowest level of working days lost since this measure was introduced on a regular monthly basis in December 1981. The working days lost were 67,200 and 69,200 respectively.
- The Coal mining industry recorded 132,000 working days lost, the lowest since the 12 months ending January 1985 (128,700).
- New South Wales, Western Australia and the Northern Territory reported the lowest level of working days lost since this measure was



published on a regular monthly basis in December 1981. The reported figures were 345,300, 63,500 and 3,900 respectively.

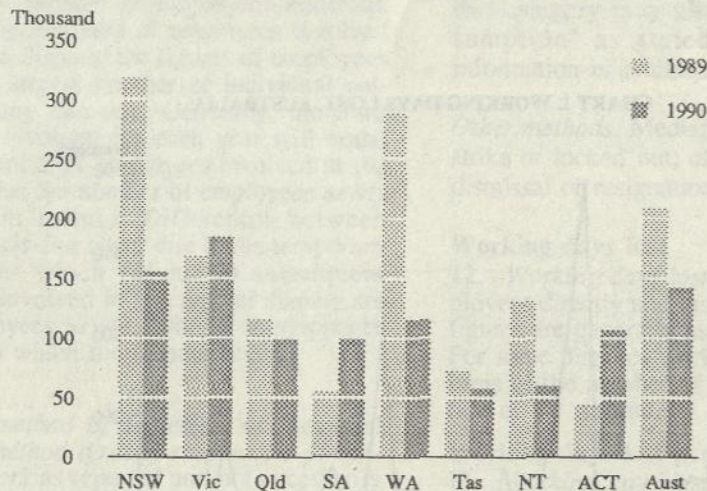
- In terms of working days lost per thousand employees, the overall figure (142 days) and the figures for the following industries and States were the lowest levels recorded since the measure was first introduced on a regular monthly basis in December 1981:

- The Construction industry recorded a low of 207 days, while the Metal products, machinery and equipment manufacturing industry recorded a low of 162 days.

- Western Australia and Northern Territory recorded low levels of 115 days and 60 days respectively.

- The Coal mining industry reported 4,518 working days lost per thousand employees, the lowest figure since the twelve months ended January 1985 (3,835).

CHART 2. WORKING DAYS LOST PER THOUSAND EMPLOYEES,  
12 MONTHS ENDING JULY 1989 AND 1990



Source: Table 5

## NOTES

The statistics of industrial disputes are compiled mainly from data obtained from employers (both private and public sector) and trade unions concerning individual disputes, and from reports of government authorities.

The statistics relate to disputes which involved stoppages of work in which ten working days or more were lost at the establishments where the stoppages occurred.

Explanatory Notes and a Glossary are published on pages 6 to 8 of this publication.

**W. McLENNAN**  
Acting Australian Statistician



TABLE 1. INDUSTRIAL DISPUTES IN PROGRESS : AUSTRALIA(a)

Period	Number of disputes(b)		Employees involved ('000)		Working days lost ('000)
	Commenced in period	Total(c)	Newly involved(d)	Total(c)	
1989—					
May	135	156	46.8	52.8	109.2
June	116	135	48.9	54.4	108.7
July	137	159	220.1	235.2	308.8
August	114	133	33.4	58.1	82.5
September	90	103	66.3	82.0	83.7
October	119	127	119.5	122.4	141.0
November	132	143	30.0	65.7	81.8
December	50	63	4.6	10.0	20.8
1990—					
January	68	72	8.9	12.9	33.9
February	110	119	51.7	55.5	81.9
March	112	127	20.0	44.2	46.1
April	79	84	68.6	69.2	100.8
May r	116	136	116.7	149.2	171.1
June r	92	102	22.1	23.8	28.8
July	88	102	33.3	35.9	37.5
Twelve months ended—					
July 1988	1,513	1,530	930.8	943.4	1,850.5
1989	1,497	1,506	697.1	706.2	1,295.9
1990	1,170	1,189	575.1	599.8	910.0
December 1987	1,512	1,517	593.4	608.8	1,311.9
1988	1,502	1,508	893.9	894.4	1,641.4
1989	1,391	1,402	706.4	709.8	1,202.4

(a) More detailed information by State and industry is available on request. (b) See paragraph 5 of the Explanatory Notes. (c) Refers to all disputes in progress during the period. (d) Comprises employees involved in disputes which commenced during the month and additional employees involved in disputes which continued from the previous month.

TABLE 2. INDUSTRIAL DISPUTES IN PROGRESS : INDUSTRY, AUSTRALIA, WORKING DAYS LOST(a)

Period	Manufacturing							
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; Communication	Other industries (b)	All industries
	Coal	Other						
1989—								
May	28.0	2.8	29.3	11.3	13.8	6.8	17.1	109.2
June	22.9	9.2	32.2	20.3	13.3	3.0	7.8	108.7
July	25.5	2.0	57.2	19.1	43.3	11.5	150.4	308.8
August	12.7	2.2	22.2	13.2	4.7	6.7	20.9	82.5
September	7.5	3.0	3.5	21.3	7.9	3.0	37.4	83.7
October	14.4	1.0	2.9	7.8	8.0	7.6	99.2	141.0
November	13.5	2.4	4.3	30.4	3.0	3.2	25.1	81.8
December	2.3	1.6	0.6	5.7	4.5	4.9	1.2	20.8
1990—								
January	7.8	1.2	0.5	3.5	3.2	17.5	0.3	33.9
February	20.8	3.1	4.2	10.2	5.5	8.5	29.7	81.9
March	12.5	0.8	1.3	5.7	0.9	3.2	21.7	46.1
April	3.5	2.1	0.6	6.6	18.1	52.9	16.9	100.8
May	18.3	11.2	21.0	15.7	2.1	28.1	74.7	171.1
June	12.3	2.3	2.9	1.6	0.4	2.2	7.2	28.8
July	6.4	1.6	5.2	5.1	8.8	1.7	8.7	37.5
Twelve months ended—								
July 1988	488.6	54.5	337.6	170.1	236.7	117.8	445.1	1,850.5
1989	261.8	82.3	205.9	152.7	136.2	67.9	389.1	1,295.9
1990	132.0	32.4	69.2	126.9	67.2	139.4	343.0	910.0
December 1987	291.8	55.7	199.6	195.5	194.5	92.5	282.3	1,311.9
1988	471.3	97.4	309.5	117.4	207.9	75.0	362.9	1,641.4
1989	164.8	34.2	201.1	186.7	117.0	70.7	427.9	1,202.4

(a) More detailed industry information is available on request. (b) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; Recreation, personal and other services.



TABLE 3. INDUSTRIAL DISPUTES IN PROGRESS : STATES AND TERRITORIES, AUSTRALIA, WORKING DAYS LOST(a)  
(<sup>'000</sup>)

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
1989—									
May	52.8	36.1	3.8	0.3	15.3	0.3	0.3	0.3	109.2
June	54.6	34.9	5.2	3.3	10.5	—	0.1	—	108.7
July	180.2	103.8	4.0	2.8	15.0	1.3	0.9	0.9	308.8
August	38.1	19.9	10.7	5.0	6.3	0.4	0.3	1.7	82.5
September	28.5	21.9	11.1	3.0	14.0	0.1	1.8	3.3	83.7
October	67.0	49.6	14.8	1.6	3.0	2.5	0.4	2.1	141.0
November	33.0	25.4	11.3	5.5	5.7	0.7	0.2	0.2	81.8
December	2.0	9.6	6.9	0.3	1.6	0.2	0.1	—	20.8
1990—									
January	4.9	20.5	4.4	0.7	3.2	—	0.1	0.1	33.9
February	25.5	39.2	7.5	3.2	5.6	0.3	0.5	0.1	81.9
March	21.6	13.5	3.2	4.2	2.9	0.7	0.1	—	46.1
April	5.0	69.0	5.9	8.3	7.7	3.1	0.4	1.3	100.8
May	r86.0	42.1	15.4	18.9	8.1	0.3	0.1	0.1	r171.1
June	r14.2	r2.4	3.5	1.1	r3.0	0.3	—	4.3	r28.8
July	19.4	9.9	3.2	1.7	2.3	0.9	—	0.1	37.5
Twelve months ended—									
July 1988	871.8	453.9	271.5	58.2	145.5	25.7	7.4	16.4	1,850.5
1989	684.6	294.9	109.8	27.9	154.0	11.4	7.8	5.5	1,295.9
1990	345.3	323.0	97.8	53.5	63.5	9.5	3.9	13.4	910.0
December 1987	744.8	281.4	73.7	44.6	115.3	28.0	6.5	17.5	1,311.9
1988	730.1	362.6	299.5	47.0	160.6	18.6	8.9	14.1	1,641.4
1989	589.6	348.4	100.5	35.0	102.1	10.2	6.9	9.6	1,202.4

(a) State by industry information is available on request.

TABLE 4. INDUSTRIAL DISPUTES IN PROGRESS : BY INDUSTRY, AUSTRALIA, WORKING DAYS LOST PER THOUSAND EMPLOYEES(a)

Period	Manufacturing								All industries
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; Communication	Other industries (b)		
	Coal	Other							
Twelve months ended—									
1986—									
December	10,741	3,328	445	328	458	135	72	242	
1987—									
December	8,920	1,072	479	305	743	217	70	223	
1988—									
December	15,548	1,777	750	183	725	177	85	269	
1988—									
July	15,761	1,001	819	264	858	278	107	308	
1989—									
May	13,812	1,488	842	253	596	212	90	268	
June	10,471	1,556	515	260	418	178	70	206	
July	8,723	1,527	491	236	456	157	90	209	
August	8,506	1,419	521	234	443	167	70	195	
September	7,904	1,358	490	256	435	157	77	195	
October	7,566	1,236	483	263	380	162	96	204	
November	6,111	664	475	285	381	152	98	194	
December	5,505	642	473	283	374	160	97	190	
1990—									
January	5,489	622	468	284	375	187	96	190	
February	5,908	651	444	288	381	199	101	196	
March	5,924	585	416	230	361	174	105	188	
April	5,802	586	373	237	392	292	96	188	
May	5,489	740	353	244	354	340	109	198	
June r	5,144	610	283	216	313	339	109	185	
July	4,518	600	162	195	207	317	77	142	

(a) See paragraph 4 of the Explanatory Notes. (b) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; Community services; Recreation, personal and other services.



TABLE 5. INDUSTRIAL DISPUTES IN PROGRESS : STATES AND TERRITORIES, AUSTRALIA,  
WORKING DAYS LOST PER THOUSAND EMPLOYEES(a)

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
Twelve months ended—									
1986—									
December	304	240	207	95	272	190	199	55	242
1987—									
December	366	172	87	91	213	177	110	143	223
1988—									
December	341	214	336	93	299	118	158	112	269
1988—									
July	414	272	315	116	270	164	134	132	308
1989—									
May	356	233	261	98	302	104	138	97	268
June	256	215	165	59	276	82	117	38	206
July	318	170	116	55	288	73	131	44	209
August	279	169	120	57	286	53	107	48	195
September	278	169	118	61	295	53	136	68	195
October	293	192	120	62	243	63	131	82	204
November	279	200	99	70	190	62	128	77	194
December	269	199	102	67	187	64	111	77	190
1990—									
January	265	210	98	66	189	56	99	74	190
February	267	229	94	68	195	57	96	75	196
March	248	225	90	64	195	60	88	71	188
April	233	254	90	72	166	59	78	80	188
May	247	257	101	107	152	59	74	79	r198
June	r229	238	99	103	r139	60	73	113	r185
July	156	185	99	100	115	58	60	107	142

(a) See paragraph 4 of the Explanatory Notes.

TABLE 6. INDUSTRIAL DISPUTES ENDING IN THE 12 MONTHS TO JULY 1990 : AUSTRALIA,  
REPORTED CAUSE, DURATION AND METHOD OF SETTLEMENT(a)

	Number of disputes	Employees involved (directly and indirectly) ( <sup>1</sup> 000)	Working days lost ( <sup>1</sup> 000)
CAUSE OF DISPUTE			
Wages	102	126.8	134.8
Hours of work	18	2.7	5.8
Leave, pensions, compensation	51	12.6	51.1
Managerial policy	548	343.7	657.4
Physical working conditions	240	32.1	99.1
Trade unionism	187	42.6	66.2
Other(b)	32	32.3	26.3
<b>Total</b>	<b>1,178</b>	<b>592.9</b>	<b>1,040.8</b>
DURATION OF DISPUTE			
Up to and including 1 day	802	483.9	484.8
Over 1 and up to and including 2 days	170	56.6	135.5
Over 2 and less than 5 days	102	28.5	102.8
5 and less than 10 days	62	11.8	84.2
10 and less than 20 days	31	6.2	80.9
20 days and over	11	5.9	152.7
<b>Total</b>	<b>1,178</b>	<b>592.9</b>	<b>1,040.8</b>
METHOD OF SETTLEMENT			
Negotiation	145	105.9	196.6
State legislation	102	21.4	70.8
Federal and joint Federal-State legislation	132	36.2	266.2
Resumption without negotiation	786	426.7	501.3
Other methods	13	2.6	5.9
<b>Total</b>	<b>1,178</b>	<b>592.9</b>	<b>1,040.8</b>

(a) More detailed information by State and industry is available on request. (b) Includes disputes not elsewhere categorised.



## EXPLANATORY NOTES

## Introduction

The statistics in this publication relate to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred. Ten working days is equivalent to the amount of ordinary time worked by ten people in one day, regardless of the length of stoppage, for example, 3,000 workers on strike for 2 hours would be counted as 750 working days lost (assuming they work an 8 hour day).

2. The statistics of working days lost relate to the losses due to industrial disputes only (as defined in paragraph 2 of the Glossary). Effects on other establishments, such as stand-downs because of lack of materials, disruption of transport services, power cuts, etc. are not included.

3. The statistics of industrial disputes are compiled mainly from data obtained from employers (both private and public sector), from trade unions and from reports of government authorities. Particulars of some stoppages may have been estimated and the statistics therefore should be regarded as giving only a broad measure of the extent of industrial disputes as defined above.

## Change in methodology

4. The basis for the calculation of working days lost per thousand employees was changed in January 1987 to include estimates of employees from the Survey of Employment and Earnings. They are combined with estimates of the number of employees in agriculture and in private households, obtained from the Labour Force Survey. Estimates have been recalculated on this basis for each month back to June 1984 and are available on request. In issues of this publication prior to January 1987, the estimates of numbers of employees were based entirely on Labour Force Survey data. The effect of the change is minimal at the 'all industries' level but is quite significant, in some cases, for individual industry groups.

5. The basis for the calculation of the number of disputes was changed in December 1987 (see paragraph 2 of the Glossary). Before that date, where the causes of several disputes were the same (e.g. National Wage Case disputes) the disputes were counted as one dispute in each State or Territory in which they occurred, irrespective of whether they were directed or organised by one person or organisation, or whether the dispute occurred in more than one industry. The reason for the change was to align the method of counting the number of disputes with the International Labour Organisation guidelines. In accordance with this change in definition, estimates of the number of disputes shown in this bulletin for past periods have been revised. In issues of this publication prior to September 1988, the number of disputes were counted on the old basis. Unpublished estimates of the number of disputes have been revised on the new basis from January 1985 and are available on request. The number of employees involved and working days lost remain unchanged.

## Reliability of estimates

6. Inaccuracies may occur because of imperfections in information provided by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as non-sampling errors. Although considerable care is taken in questionnaire design; in the instructions given to respondents; and in editing the returns; these inaccuracies may occur in any enumeration, whether it be a full count or a sample.

## Other ABS publications

7. Users may also wish to refer to the following publications:

*Labour Statistics, Australia*, (6101.0) — issued annually

*The Labour Force, Australia, Preliminary* (6202.0) — issued monthly

*The Labour Force, Australia* (6203.0) — issued monthly

*Trade Union Statistics, Australia*, (6323.0) — issued annually

*Trade Union Members, Australia, August 1988* (6325.0)

*Employed Wage and Salary Earners, Australia* (6248.0) — issued quarterly

*Award Rates of Pay Indexes, Australia* (6312.0) — issued monthly

## Unpublished statistics

8. A range of unpublished data is also available on request including dispute details at more detailed industry levels, cross-classified by States/Territories, and finer cause of dispute and method of settlement categories than those published. Considerable time series exist for most variables. Inquiries regarding data availability and associated charges should be directed to Brenda McMorrow on (06) 252 6561.

9. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

## Symbols and other usages

- r estimates revised since last issue
- nil or rounded to zero

10. Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

## Electronic services

DISCOVERY. Key \* 656# for selected current economic, social and demographic statistics.

AUSSTATS. Thousands of up-to-date time series are available on this ABS on-line service through PAXUS COMNET. For further information phone the AUSSTATS Help Desk on (06) 252 6017.

TELESTATS. This service provides:

- foreign trade statistics tailored to users' requirements. Further information is available on (06) 252 5404.
- text and tables for selected Main Economic Indicator publications. Further information is available on (06) 252 5405.

## Floppy disk service

Selected ABS statistics are available on floppy disk. Further information is available on (06) 252 6684.



## GLOSSARY

**Cause of dispute**

The statistics of causes of industrial disputes relate to the reported main cause of the stoppage of work and not necessarily all causes that may have been responsible for the stoppage of work. For these reasons, the statistics do not reflect the relative importance of all causes of disputes as perceived by both employers and employees. The causes are classified from information supplied by employers and according to standards determined by the International Labour Organisation. The classification of causes is as follows:

**Wages.** Claims involving general principles relating to wages e.g. increase (decrease) in wages; variation in method of payment or combined claims relating to wages, hours or conditions of work in which the claim about wages is deemed to be the most important. Combined claims in which other claims are deemed to be the most important are included under the relevant cause. Disputes over award restructuring are included under managerial policy.

**Hours of work.** Claims involving general principles relating to hours of work e.g. decrease (increase) in hours; distribution of hours.

**Leave, pensions, compensation.** Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards.

**Managerial policy.** Disputes concerning the exercise of managerial control by employers e.g. terms and conditions of employment (other than disputes specifically about wages and hours); new awards; award restructuring; work practices; principles of promotion or deployment of staff including roster complaints and retrenchments; disciplinary matters including alleged victimization of union officials; employment of particular persons; disagreement with managerial decisions.

**Physical working conditions.** Disputes concerning physical working conditions and safety issues e.g. protective clothing and equipment; first aid services; uncomfortable working conditions; lack of, or the uncondition of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks.

**Trade unionism.** Disputes concerning employment of non-unionists, inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities.

**Other.** Disputes concerning protests directed against persons or situations other than those relating to the employer/employee relationship e.g. political matters; fining and gaoling of persons; lack of work; lack of adequate transport; non-award public holidays; accidents

and attendance at funerals. Stoppages for which no reason is given are also included in this category.

**Disputes**

2. For these statistics, an *industrial dispute* is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

3. A dispute affecting several establishments is counted as a single dispute if it is organised or directed by one person or organisation in each State or Territory in which it occurs; otherwise it is counted as a separate dispute at each establishment (in each State or Territory) and in each industry in which it occurred. Prior to December 1987 disputes were counted differently (refer to paragraph 5 of the Explanatory Notes for other details).

4. When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete calendar months, the stoppages are counted as a single dispute. When the return to work is for two or more calendar months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute.

5. Information is recorded concerning all industrial disputes where ten or more working days are lost (see paragraph 1 of the Explanatory Notes). Included in these statistics are the following types of industrial disputes:

- unauthorised stopwork meetings;
- unofficial strikes;
- sympathetic strikes (e.g. strikes in support of a group of workers already on strike);
- political or protest strikes;
- general strikes;
- work stoppages initiated by employers (e.g. lockouts); and
- rotating or revolving strikes (i.e. strikes which occur when workers at different locations take turns to stop work).

Excluded from these statistics are work-to-rules, go-slows, bans (e.g. overtime bans) and sit-ins. In addition, industrial disputes in which employees resign are deemed to have been resolved. Statistics on those disputes will cease to be collected from the date of the employees' resignations.

**Duration of dispute**

6. The *duration* of a dispute is the average number of working days lost per employee involved in the dispute. The duration of the dispute is calculated by dividing the total number of working days lost in the dispute by the number of employees involved (both directly and indirectly).



## Employees

7. *Employees* refer to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.

8. *Employees directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

9. *Employees indirectly involved* are those who ceased work at the establishment where the stoppages occurred, but who are not themselves parties to the dispute. Employees who ceased work at establishments other than those where the stoppages occurred are excluded. See paragraph 2 of the Explanatory Notes.

10. *Total employees involved* for any period of time are obtained by adding together the number of employees involved in each dispute in the period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference, the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute, the figures of employees involved relate to the largest number of individual employees involved on any one day. Generally, the total number of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees newly involved in subsequent months. Differences between monthly and annual totals can occur due to the temporary cessation of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees newly involved in stoppages in the second period in which the dispute occurs.

## Method of settlement

11. Statistics of the *method of settlement* of industrial disputes relate to the *method directly responsible for ending the stoppage of work* as reported and not necessarily to the method (or methods) responsible for settling all matters in dispute. For these reasons, they do not reflect the relative importance of the work of various industrial tribunals operating under State and Federal legislation. The classification of method of settlement is as follows:

*Negotiation.* Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.

*State legislation.* Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference. Intervention, assistance or advice of State government officials or inspectors.

*Federal and joint Federal-State legislation.* Compulsory or voluntary conference or by intervention or assistance, of, or reference to, the industrial relation commissions created by or constituted under the Industrial Relations Act, Coal Industry Acts, Stevedoring Industry Act, and other acts such as the Navigation Act, Public Service Arbitration Act. Intervention, assistance or advice of Federal government officials or inspectors.

*Resumption without negotiation.* This category may include some disputes which are settled subject to subsequent negotiation of a formal nature, such as industrial court hearings. Stop-work meetings are included, and this category may also include disputes settled by 'resumption' as stated, but about which no further information is available.

*Other methods.* Mediation; filling places of employees on strike or locked out; closing establishments permanently; dismissal or resignation of employees.

## Working days lost

12. *Working days lost* refer to working days lost by employees directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

## Working days lost per thousand employees

13. *Working days lost per thousand employees* are calculated for the 12 month period from working days lost and estimates of employees obtained from the ABS Survey of Employment and Earnings and the ABS Labour Force Survey. Refer to paragraph 4 of the Explanatory Notes for details of the way in which these measures are calculated, and the change in the method of calculation from 1987.

